

Annual Pay Policy including Gender Pay Gap Report

The publication of the Annual Salary Statement is a statutory requirement under Section 38 (1) of the Localism Act 2011. If Council does not approve the Salary Statement then the Council will be in breach of the legislation.

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires local authorities and other public, private and voluntary sector organisations to publish their gender pay gap data. The Council must also publish a written statement on their public website and Government website using the gender pay gap reporting service.

Under the current Pensions Regulations, Torbay Council is able to exercise a range of discretions in regard to how the Local Government Pension Scheme (LGPS) is applied to its employees who are members of the Scheme. The Employers Pensions Discretions must be reviewed and approved by Council annually in line with Local Government Pension Scheme regulations.

Wards affected:	All Wards
Consultees:	Torbay Council employees, including all employees who are members of the Local Government Pension Scheme.
Means of Consultation:	Trade Unions representing staff within Torbay Council will be consulted at Joint Consultative meetings.
Documents to be considered:	There are currently no documents published. All documents will normally be published at least five clear working days before the meeting. Where documents are not available five clear working days before the meeting, the documents will be published at the same time as they are made available to the decision maker.
Responsible Cabinet Member and Officer:	Cabinet Member for Corporate and Community Services (Councillor Christine Carter) Chief Executive (Anne-Marie Bond)
Link to targeted actions:	Thriving economy
Reason for inclusion in the Forward Plan:	High level of public interest
Decision Maker:	Cabinet Council

Intended Decision Date:	22 Feb 2022 3 Mar 2022
If you want to make representations contact:	Anne-Marie Bond, Chief Executive of Torbay Council, Town Hall, Castle Circus, Torquay, TQ1 3DR, email anne-marie.bond@torbay.gov.uk , telephone (01803) 207015.

